



Presentation Candidate Instructions

This document provides you with detailed instructions and critical information to respond to the presentation that you will complete during the ATO Graduate Program Virtual Assessment Centre. We encourage you to review these materials carefully and start preparing for this task as soon as possible.

Task Overview

You have been provided with links below to the ATO website and the ATO specific results extracted from the 2024 APS employee census in the Resources section of the instructions below.

The APS Employee Census is an annual employee perception survey of the Australian Public Service workforce. All eligible personnel employed under the Public Service Act 1999 are invited to participate. The APS Employee Census has been conducted since 2012 and collects APS employee opinions and perspectives on a range of topics, including employee engagement, wellbeing, and leadership.

Each year when the APS Census data is released, the ATO publishes their specific employee results as a set of separate reports, and this is referred to throughout this task as the 'ATO Employee Census'.

You will have **up to 5 minutes to present uninterrupted**, after which the panel may have some questions for you based on your presentation. NB: no extra time will be given to you during the presentation. Additionally, this is a verbal presentation only. There is no requirement to present your response using visual mediums (e.g. PowerPoint). As part of your preparation, you are welcome to make notes and refer to these during your presentation.

Additional information and Tips

- You may draw upon your own knowledge, areas of studies, or industry best practice when responding to the scenario.
- Think about the key points that will help you tell a story to communicate your information and ideas in an impactful manner for your target audience.
- Remember, this activity is only one component of the virtual assessment centre process.

Reminders:



Confidentiality: the contents of this document are confidential and distributed to you as the intended recipient for use during the 2026 ATO Graduate Program recruitment process. Do not share or forward this document to others, as you will be breaching the terms of your application. This may result in the withdrawal of your application for the recruitment process. You must delete this document following your interview today.

If you do not attend your scheduled interview today and you have already received these materials, you may not be able to reschedule your interview, and your application may no longer be considered for the 2026 ATO Graduate Program intake.

Accessibility/Reasonable Adjustments: Please contact Chandler Macleod as soon as possible if you have trouble with accessibility and/or if you require and qualify for reasonable adjustment for this task which has not already been discussed with our team via ATO.Graduates@chandlermacleod.com

Other Questions: Note that we are unable to answer any questions relating to the contents of this document as it is your responsibility to interpret the instructions and data provided to you.

The Task

You are a new Graduate at the Australian Taxation Office. Your manager has asked you to review the findings from the ATO employee census and report on the four key areas outlined below:

1. Provide an overview and outline of what the ATO employee census is. Ensure that you provide a summary of key demographic information.
2. What were the key achievements and improvements from 2023 to 2024?
3. What areas were identified as requiring further improvement?
4. Choosing **one improvement area**, how do you think **you** would be able to apply your studies, knowledge or expertise to contribute toward helping to improve this area.

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Resources:

ATO Census 2024 Homepage:

<https://www.ato.gov.au/about-ato/commitments-and-reporting/annual-report-and-other-reporting-to-parliament/aps-employee-census>

ATO 2024 employee census action plan:



Australian Government

Australian Taxation Office

<https://www.ato.gov.au/about-ato/commitments-and-reporting/annual-report-and-other-reporting-to-parliament/aps-employee-census/ato-2024-employee-census-action-plan>

Note: You are not limited to only referring to the above linked resources in conducting research to prepare your presentation.